



## Human Rights Commission Minutes

**Date:** Wednesday, Nov 17, 2021

**Time:** 8:00 PM- 10:00 PM

**Location:** Conducted by Remote Participation

**\*Notice to the Public on meeting privacy\*** In the interests of preventing abuse of video conferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Please allow additional time to join the meeting. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial-in information provided.

After registering, you will receive a confirmation email containing information about joining the meeting.

Please read Governor Baker's Executive Order Suspending Certain Provision of Open Meeting Law for more information regarding virtual public hearings and meetings:  
<https://www.mass.gov/doc/open-meeting-law-order-march-12-2020/download>

Attendees: Co-Chair Pusey, Co-Chair Jolin, Commissioners Minton, Bauer, Grossman, Carey, Brown, Soneja, Carney, Haynes, Horowitz

Absent: Rogers

DEI Office: Jillian Harvey

Community Members: Kamal Chadha, Lori Shridhare, Janine Duffy, Crystal Howard, Molly Gillis

Meeting called to order at 8:00 pm by Co-chair Pusey  
Land acknowledgement by Co-chair Jolin

## Agenda

1. Remote Meeting Notice and Land Acknowledgement (5 min)
2. Review of Minutes (5 min)
  - a. Typographical errors noted
  - b. *Motion to approve as amended by Commissioner Grossman, seconded by Commissioner Bauer – Passed with 3 abstentions (Commissioners Carey, Haynes, and Minton)*
3. Review of Sept Community Input (1 min)
  - a. None
4. Co-chair Report (5 min)
  - a. Town Manager Meeting – Matthew Shepard Event Recap
    - i. Successful event, community involvement was high
  - b. Meeting with Chief of Police – Restorative justice plan (Browning St. incident)
    - i. Both parties agreed to being the process
  - c. Co-Chair – Rainbow Commission has vacancies
  - d. Commissioner Candidate Interviews
    - i. Interviewed a handful of candidates
    - ii. Some candidates are in attendance tonight
5. DEI Division updates (10 min) – Jillian
  - a. Matthew Shepard event: first half of the day was spent on the history of racism in the US and how discrimination has grown to more than racial issues
    - i. Feedback from community members and officers in attendance has been positive
  - b. Working with Cecily Miller to support the artist project
    - i. A community portrait will be unveiled spring 2022
  - c. Rainbow commission has 4 vacancies – looking for candidates
    - i. Commission started in 2017
  - d. ARPA funding for equity and outreach
    - i. Proposal for equity audit is being written
    - ii. Translation services will be a component of the proposal
  - e. Re-precincting: Monday Nov 22 – final Select Board vote
    - i. Based on population, home ownership/rentals, income, etc
    - ii. 21 precincts – 10 boundary lines to change
      1. 11 precincts will need to re-run with this plan
    - iii. Updated FAQ will be on town website
  - f. MLK Committee will have their annual MLK observance – Jan 17<sup>th</sup>
  - g. Banners – will be posted throughout town in Feb 2022
    - i. Locations based on where the banners will fit
6. Working Group Q&A (15 min)
  - a. Schools and Education – two co-sponsorship opportunity
    - i. True Story Theater: interested in doing an upstander training with

students (HS and middle school) - Ottoson most in need per working group assessment

- ii. Molly Gillis – Rainbow commission member
    - 1. The mission of the Task Force is to promote and support continued awareness, empathy, access, safety, inclusion, and belonging for LGBTQIA+ students, families, caregivers, and staff
    - 2. Mental health survey results indicate that students identifying as LGBTQIA+
    - 3. Speaker series
      - a. Experience of students in Arlington schools
      - b. Fireside chat: Schuyler Bailar: first trans athlete to speak (NCAA men's basketball team)
      - c. Safe schools training
      - d. Inclusive health and wellness in our school
  - iii. *Motion to co-sponsor both events and fund up to \$300 for true story theater by Commissioner Bauer, seconded by Commissioner Grossman – approved unanimously*
  - iv. Interns: HS students not available until winter 2022
  - v. MA genocide and education bill has passed
- b. Outreach/Events
- i. Commissioner Carey will be the point person for True Story Theater event
  - ii. Day of Mourning materials will be posted on socials
  - iii. Jan 2022 – MLK committee collaboration
  - iv. Arts Council Co-sponsorship – theme to be determined (ie – highlight youths involved in the new civil rights movement)
- c. Communications
- i. Statement regarding support of MA indigenous agenda has been posted
  - ii. Commissioner Brown to send twitter login to Commissioner Carney
  - iii. Newsletter will be focused on IPD highlights
    - 1. Commissioner Grossman to send book list for incorporation in newsletter
    - 2. Write-up from Commissioner Soneja to be included in newsletter along with ACMi link
- d. Housing
- i. No meeting
- e. IPD
- i. Commissioner Soneja will work with Newton organizers to plan for next year
- f. Envision Arlington Annual Town Survey
- i. Commissioner Carey has completed the data analysis of the results from the 2020 survey
  - ii. Met with Envision Arlington to include DEI data in the public summary of the report
    - 1. How welcoming people consider Arlington

2. Experience of violence or intimidation in Arlington
    3. Comfort level for reaching out to APD
  - iii. Looking for questions for next year – Dec/Jan 2022
    1. Would like to continue to include DEI questions
    2. Potentially ask the same questions to track trends in the community
    3. Questions will be informed by the final analysis of the 2020 survey
    4. Accessibility of survey has been a concern for community members due to response bias (ie – more responses by homeowners)
    5. Actions stemming from survey will be discussed at AHRC retreat
7. MAHRC – Commissioner Pusey (1 min)
    - a. Communities have been supporting settling Afghan refugees
    - b. CATO – in Reading, MA – working on historical education about Black community members through research from cemeteries
    - c. Drake to reach out to the Arlington Historical Society
  8. Chief's Advisory Council – Commissioner Grossman (1 min)
    - a. No update
  9. Civilian Review Board Exploratory Committee – Commissioner Rogers (1 min)
    - a. Jillian updated the group
    - b. Feedback sessions have taken place over the last few weeks with community members
      - i. Will help facilitate final recommendations
      - ii. Main concern was based on how to report incidents
  10. Community Input (15 min)
    - a. None
  11. Incidents (10 min)
    - a. Hate incident – Commissioner Carey
      - i. Translation services needed for FUP – have not heard back from family
    - b. Pending criminal case – Commissioner Carey
      - i. AHRC reached to provide support
    - c. Stolen sign – Commissioner Carney to reach out to replace sign
    - d. Domestic dispute – Commissioner Carney to update commission next month
  12. Announcements (10 min)
    - a. Retreat update
      - i. Virtual event to be scheduled
      - ii. Doodle to be sent out by Commissioner Pusey
    - b. Sign-ups for Jan-Jun 2022 (Coffee chats and incident reporting)

- i. Incident handling: May-August and December need volunteers
    - 1. Co-Chair Pusey to resend link
  - ii. Coffee chat: Feb (1 slot), Mar (1 slot), April, June need volunteers
    - 1. Co-Chair Pusey to resend link
- c. Coffee Chats
  - i. Oct – Commissioners Brown/Rogers
    - 1. Virtual: no attendees
  - ii. Nov – Commissioners Carey/Horowitz
    - 1. TBD
  - iii. Dec – Commissioners Soneja/Haynes
  - iv. AHRC to consider change in schedule or meet during town events (ie – farmers’ market, jointly with other commissions)
- d. Incident Handling
  - i. Nov – Commissioner Carney
  - ii. Dec – Commissioner Minton
- e. Attorney General’s event:
  - i. Resources provided to community at the event
- f. Dec 10<sup>th</sup>: Human Rights Day
  - i. Newsletter content ideas/write-up requested
- g. Nov 20<sup>th</sup>: Trans Day of Remembrance
  - i. Rainbow Commission – installation at the corner of Mass Ave. and Pleasant St.

*Motion to adjourn by Commissioner Brown, seconded by Commissioner Bauer – approved unanimously*

**Next meeting:** December 15, 2021, 8:00 pm, Remote Participation.

Anyone needing accessibility information or other assistance to attend this meeting should contact Jillian Harvey, [jharvey@town.arlington.ma.us](mailto:jharvey@town.arlington.ma.us). This meeting is open to all interested individuals.